

About the PeopleSmart™ Program

People are an important part of any business. Let Alexander Holburn Beaudin & Lang LLP's PeopleSmart™ Program guide you through the steps to ensure you have all of the Human Resources solutions in place to maintain healthy workplace relationships and a productive work environment.

Customized Service Plan

We understand that your needs are unique to your business. PeopleSmart™ can be tailored to suit your current operations and provide you with tools to proactively manage your employment relationships as your business grows.

PeopleSmart™ is a cost-effective and easy way to:

- Set up standard employment agreements and hiring letters for your company;
- Review or create more comprehensive employment agreements for key staff members;
- Provide standard agreements for retaining independent contractors and consultants;
- Introduce business protection agreements to protect confidential information including trade secrets, inventions, and customer relationships;
- Establish a comprehensive manual of standard workplace policies and procedures;
- Establish a privacy policy; and
- Obtain training as needed for your management group on pertinent issues including *Employment Standards Act* requirements, workplace harassment awareness, human rights in the workplace, labour relations issues, termination considerations, and occupational health and safety requirements.

Trusted Advisor

At Alexander Holburn, we realize that Human Resources issues can arise quickly and usually require immediate attention. Clients of our PeopleSmart™ Program have immediate and unlimited access to our employment lawyers for any legal questions. That means that there is no such thing as the “stupid” question, or the mistake resulting from fear of picking up the phone and asking a question in the first place. Go ahead and let us become your new best friend.

Added Services

Great legal back-up: As your business develops, you may find yourself with a broader range of legal needs than our PeopleSmart™ Program provides. However, our PeopleSmart™ clients can rely on the backing of a multi-service law firm capable of helping you with almost any legal need that might arise as your company grows. These areas may include advice on employee stock option programs, business immigration issues, non-disclosure agreements for potential hires, and much more.

Legal topics of interest: PeopleSmart™ clients will receive our quarterly Labour & Employment Practice Group newsletter. So if there has been a change in legislation or case law, that you should know about, we'll keep you up to date. As an added value of working with Alexander Holburn, we offer seminars on various topics of interest to our clients. For example, we have provided seminars to a client's employees on wills and estate issues, and issues around the support of aging parents.

Referral to other professionals: New business may have many diverse needs in their first years of operation. We maintain a network of related professionals and can refer you to individuals we work with and trust to handle our clients' other service needs. This includes individuals who can assist with: accounting and tax issues, banking and financing needs, benefits consulting, business planning, executive compensation consulting, executive searches, insurance requirements, commercial leasing, public relations, and marketing.

Program Cost

PeopleSmart™ can be obtained at an hourly rate or for a fixed fee. Feel free to discuss these options with a member of our team to work out a strategy that works best for your business.

Who Should use the PeopleSmart™ Program?

If you are starting a new business venture or just want to update your Human Resources practices, our PeopleSmart™ Program will benefit you. We invite you to call our program leader, Mike Watt, at 604 643 2411 or e-mail him at mwatt@ahbl.ca.

